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LABOR DEVELOPMENTS ABROAD

February 1959

UNITED STATES DEPARTMENT OF LABOR
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This publication provides a brief roundup of information concerning recent labor developments in foreign countries. The material is based on unclassified reports from United States labor attaches, labor reporting officers, and the foreign and domestic press. Items pertaining to the USSR and countries of similar political orientation are based chiefly on information from the press and publications of these countries, without verification or evaluation of the material presented. The publication is prepared by the Division of Foreign Labor Conditions of the U.S. Department of Labor's Bureau of Labor Statistics.

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Manpower Situation in OEEC Countries

The Manpower Committee of the Organisation for European Economic Co-operation presented to the Executive Committee on December 5, 1958, its report on the manpower situation in member countries in 1957 and a part of 1958. The following summary is based on the OEEC report.

Influence of the Economic Situation

The experience of individual member countries varied in 1957. For example, in France, economic expansion continued at a lively pace; Austria showed a satisfactory and remarkably balanced development; Ireland, a small rise overall as against a drop in 1956; the rate of expansion slowed in Germany, Norway, Sweden, and Switzerland; there was no great change in the Netherlands although a tendency towards deterioration became evident; satisfactory development continued for much of the year in Italy and Luxembourg but slowed down towards the end of 1957; there was little change in Denmark and the United Kingdom, while economic activity declined in Belgium.

In 1958, there was a more general European trend towards slackening of activity and a gradual contraction of world trade. Again, however, there were differences between countries. Comparing the first half of 1958 with the same period of 1957, production continued to expand in France; expansion persisted in Austria, although more slowly than in the previous year; in Italy, while agricultural production was noticeably up, industrial production was only a little above the previous year's level; and in Ireland, a further small advance in production was made. In the other 11 countries from which reports on the manpower situation were received, production was either down or, at best, remained at about the same level.

Employment Situation

These variations in economic activity were reflected in the manpower situation. Total population continued to increase in all member countries, except in Ireland, where a decrease occurred because of emigration. So far as available statistics will permit an assessment, the same situation applied in 1957 in regard to the total labor force of each country; this was so even in Belgium where the immigration of persons of working age more than offset a fall in the number of national workers. In Austria, there was persistent growth in the proportion of wage earners and salaried workers in the total labor force, and a continued decrease in the number of family workers and independent workers, both in absolute figures and in proportion to the total labor force. This phenomenon also occurred in a number of other member countries, at least as between 1956 and 1957.

As an indicator of the total volume of employment, it was recorded that the number of wage earners and salaried workers employed increased in 1957 in all the countries for which statistics were available, except Ireland.

Looking at employment by certain broad sectors in turn, the proportion of wage and salary earners engaged in agricultural activities continued to decrease in 1957 in all countries for which figures are available, with the exception of Belgium. (Some countries include not only agriculture but forestry in this sector, others include both forestry and fishing.) As an indication of the order of magnitude of the decreases, they ranged from 8.4 percent in Norway, through 4.3 and 4.0 percent for Austria and Italy, respectively, to 2.6 percent for Ireland, 1.7 percent for France, and 1.2 percent for Germany. Persons engaged in agriculture represented some two-fifths of the total labor force in Denmark and Ireland, about one-third in Italy and Austria, a little over one-quarter in France, something over one-fifth in Norway and Luxenbourg, about one-sixth in Germany and Switzerland, one-eighth in the Netherlands, one-tenth in Belgium, and a twenty-fifth in the United Kingdom.

Employment in the manufacturing industries as a whole, in construction, and in the public utilities sector was higher in 1957 in most member countries than it was in 1956. In Ireland, however, the number of persons employed in manufacturing and in construction fell, while in public utilities employment remained about the same. Norway showed increases in manufacturing and construction, and public utilities in 1957 remained at the same figure as a year earlier. In the United Kingdom, manufacturing and construction employment was down, with that in public utilities higher.

In most countries for which statistics were available, employment, measured once more in terms of the numbers of wage earners and salaried workers employed, was higher in 1957 than in 1956 in all three of the sectors—commerce, transport, and services. The numbers employed in the services sector were, however, about the same in France, and in Ireland, employment in both services and transport declined. In the United Kingdom, employment in transport showed a slight decline. The numbers employed in this sector in Austria and Denmark were about the same as a year earlier.

In contrast to the increases in employment in 1957, a slackening was indicated in a number of member countries, especially toward the end of 1957 and in 1958, by a fall in the number of unfilled jobs. Furthermore, in several countries in which until 1957 shortages of suitable labor existed or complaints were made about such shortages, the shortages decreased in intensity. They did not entirely disappear, but related more particularly than in the past to certain skilled categories or to particular districts. Again, whereas in 1957 the number of foreign workers recruited by member countries reached probably the highest figure in five years or more, demands for foreign workers fell off in 1958. Thus in

Germany, instead of the expected need for 15,000 Italian workers in the first quarter, the actual number was 6,116. It was also reported that immigration into Belgium decreased in 1958, largely owing to the difficult coal mining situation. In France, although seasonal foreign workers increased slightly, the number of permanent foreign workers who entered the country during the first half of 1958 was 13 percent less than in the previous year; in Switzerland, also fewer permits were issued during the same period (170,000 as against 192,000). The decreased recruitment also affected emigration countries. For example, Italy estimated that total organized emigration in 1958, both intra-European and overseas, would be down some 20 percent as compared with 1957.

Unemployment

Unemployment remained very low in 1957 in France, Luxembourg, Norway, Sweden, and Switzerland; although it rose somewhat in the Netherlands and the United Kingdom, it was still only about 2 percent of insured workers. In Austria and Germany, unemployment declined in 1957; in August 1957, it reached the lowest level in Germany since 1948. However, seasonal fluctuations, which occur in most countries, affect Austria and Germany particularly. One major reason is the effect of bad weather upon building activities, on which as much as 10 percent of their labor forces are employed. In Denmark, unemployment remained at a very low level in the first half of 1957, but rose in the next 6 months above the preceding year. In Belgium and Italy, a fall of about one-fifth and one-tenth occurred, respectively, in the numbers unemployed. In Ireland, the percentage of insured workers unemployed rose from 7.7 to 9.2.

In 1958, unemployment tended to rise in most member countries. Notable exceptions were in Germany, Denmark--where since May 1958, figures have been lower than a year earlier--and Italy, where a small decrease occurred, mainly among young persons. So far as rising trends in unemployment were concerned, it is desirable to keep in mind the unbalanced situation of the labor market, due to the shortages of labor which previously existed in a number of countries. Moreover, in relation to prospective trends, allowance should be made for action or prospective action by member governments to prevent development of severe unemployment.

Hours of Work

A previous trend toward reduction in working hours continued in 1957. In some countries, further agreements were concluded or legislation was passed which represented either recognition of the workers' share in increased productivity, or social progress. In others, decreases in hours were due rather to a decline in economic activity than to other factors.

Hours of work decreased slightly in Austria and Switzerland; in the latter primarily because of agreements in the metal and machinery industries. In Denmark, Germany, and Norway hours have been or will be reduced as a result of industrial agreements concluded; in Norway the

reductions flow from a law already passed. In Denmark, new agreements provide for progressive reduction of the hours in urban industries and agriculture from 48 at present to 45 by 1960; by March 1959, some 80 percent of workers will be similarly affected in Norway. As an example of the situation in Germany, a total of 111 agreements on cuts in working hours were concluded in the spring of 1957. The agreements generally embodied reductions of 3 hours per week; in all, agreements so far reached in Germany, affecting about two-thirds of all workers, resulted in a reduction in average hours from 48 to 46.5 per week. In Sweden, legislation was passed at the beginning of 1958 providing for a 1-hour decrease of the workweek in most sectors during each of the next 3 years, down to 45 hours in 1960. In Luxembourg, some 44,000 workers representing nearly 50 percent of all wage earners and salaried employees are on a 44-hour week. In the United Kingdom, average hours dropped slightly, to 46.2 a week in April 1958--probably in a large part because of the decline in economic activity. This was one reason for the decline in Belgium; however, working hours in Belgium are also being reduced under agreements reached within the framework of general policy. In France, the average workweek in industry and commerce rose slightly from 45.7 to 46.0 in 1957; in April 1958 it was 45.8. In the Netherlands, the workweek is, in principle, 48 hours, but employers in particular industries may ask for a temporary increase or reduction, depending upon the needs of the moment; the number of requests for reduction, up somewhat in early 1958, fell in the last months of 1958.

Conclusions

The Manpower Committee observed that with the slackening of domestic and external demand, most member countries have taken steps in recent months, or are planning further measures, to encourage economic growth. The committee records examples of the kind of efforts being made by member countries generally to ensure the most effective use of their manpower. Increased provision is being made in the provinces of France for accelerated vocational training of adults. Several measures have been taken in Germany, especially in regard to vocational training, to facilitate the redistribution of labor according to requirements. Policy in Italy has continued to center on the redistribution of labor and on vocational training. Efforts have been made and will be continued in Denmark and Switzerland to encourage and develop vocational training of young persons and to adapt the country's manpower supply to the needs of the economy. Work is proceeding in Turkey on the use of accelerated vocational training methods. The United Kingdom will shortly examine the possibility of developing and modifying arrangements for apprenticeships to meet the problems raised by increasing numbers in the younger age groups.

Member countries are, in general, cautious in their forecasts regarding developments in the employment situation.

Yugoslav Family Budgets

Yugoslav statistics show a very wide margin between income derived from pay for work performed by the family breadwinner in his principal occupation as a manual or white-collar worker on the one hand, and total family income on the other. Manual workers, for example, derived only 57 percent of their total income in 1957 from their regular occupation, white-collar workers only 58 percent. Children's allowances were the next most important source of regular family income, accounting for 27 percent of total family resources for manual workers (equaling approximately half the monthly income from wages), and 23 percent for white-collar workers. Other forms of regular income, which include scholarships, payments in kind, all types of pensions and the like, accounted for an additional 8 and 9 percent of the total income for manual and white-collar workers, respectively.

Statistics are from a sample survey of the budgets of about 1,000 families in 29 urban and industrial centers throughout the country in 1957. The criteria for selecting families to be covered by the survey were as follows: the family had to consist of 4 members--2 adults (only 1 of whom was the breadwinner), and 2 children. Breadwinners in half the families covered by the survey had to derive their principal income from employment as manual laborers (i.e., "workers"); the rest derived their principal income from employment as white-collar workers. Average monthly pay as reported in the official government publication, Indeks, was 12,490 dinars for manual workers and 16,770 for white-collar workers in 1957, compared with 12,240 and 14,997 shown by the family budget survey. (400 dinars = U.S.$1.00 at the tourist rate of exchange.)

Incidental income, which varies greatly from month to month since it depends on payments derived from a second or part-time job, from the sale of one's own products (or the imputed value of one's own products consumed by the family) and on gifts and credits, in 1957 provided 8 and 10 percent, respectively, of total income for manual and for white-collar families.

Table 1. Average monthly receipts and expenditures in urban manual and white-collar families, 1957 1/

Item	Dinars		Percent	
	Worker's family	White-collar family	Worker's family	White-collar family
Total income	21,557	25,860	100.0	100.0
Regular income	19,850	23,252	92.1	89.9
Pay 2/	12,240	14,997	56.8	58.0
Children's allowances	5,802	5,826	26.9	22.5
Other 3/	1,808	2,429	8.4	9.4
Incidental income 4/	1,707	2,608	7.9	10.1
Expenditures (and savings)	21,232	25,865	100.0	100.0
Food	11,285	12,729	53.1	49.2
Drink and tobacco	1,119	1,174	5.3	4.5
Clothing	3,393	4,362	15.9	16.9
Rent	483	767	2.3	3.0
Fuel and lighting	1,223	1,315	5.8	5.1
Household furnishings	1,264	1,745	6.0	6.7
Hygiene and health	638	846	3.0	3.3
Entertainment and education	968	1,374	4.6	5.3
Other 5/	859	1,553	4.0	6.0
Unaccounted-for expenditures (or savings)	325	5	-	-

1/Family of 4-2 adults (1 breadwinner) and 2 minor children.
2/Including bonuses, overtime, premiums, distributions from profits.
3/Payments in kind, scholarships, remuneration to apprentices, disability income, etc.
4/Other employment, sale of objects, sale of own products, gifts, credit, etc.
5/Transportation, postage, savings, loans made, repayment of loans, etc.

A comparison of the structure of family expenditures with the structure of family income shows that income derived from the breadwinner's principal occupation is scarcely more than enough to pay the food costs of the typical family. Income derived from sources other than the principal occupation of the breadwinner is heavily depended on to provide the other necessities of life.

Food costs for a manual worker's family in 1957, for example, equaled 92 percent of the breadwinner's earnings (including bonuses, premiums, distribution from profits) from his principal occupation; they equaled 85 percent of the white-collar worker's regular pay (including bonuses, etc.) The additional income provided by children's allowances, a second occupation, the sale of objects, the receipt of gifts or credits and the like is, therefore, essential for the everyday existence of the average urban family.

The extent to which any change in food prices immediately affects the well being of the average Yugoslav family is apparent in the very high proportion of the total family budget which must be allocated to food items. In 1957, about 53 percent of total expenditures made by the average manual worker's family went for food (58 percent if foodstuffs, drink, and tobacco are combined), while food expenditures for a white-collar family accounted for 49 percent of their total expenditures (54 percent if foodstuffs, drink, and tobacco are combined).

There has been some improvement, however, with respect to the proportion of total family means expended on foodstuffs. Family budget data for 1954 show that 56 percent of the manual worker's family budget went for foodstuffs in that year, while food expenditures made by white-collar worker's families accounted for 53 percent of their total budget. During the same period, 1954-57, the quality of diets for both groups of families also improved, as measured by the increased proportion of meats and vegetables consumed. By accepted nutritional standards, however, average diets are far from satisfactory.

Rents continued in 1957 to take only a very small slice of the average family budget (2.3 percent) of a manual worker's family budget and 3 percent of a white-collar worker's family budget); but when the costs of lighting, heating, cooking fuel, and household furnishings are added, the combined total is found to have equaled over 14 percent of all expenditures for both groups of families. In practice, money budgeted for household furnishings is significant when considered in terms of prices for such consumer good items. Total yearly expenditures for this purpose, amounting to an average of 15,000 dinars for a worker's family, and 21,000 dinars for a white-collar worker's family ($37.50 and $52.50 at 400 dinars to the dollar), would have been insufficient to provide for more than the barest maintenance of current possessions.

Clothing accounted for 16 to 17 percent of family budgets in 1957, or 40,716 dinars ($102 at 400 to the dollar) in a year for a manual worker's family, and 52,344 dinars ($131) for a white-collar family. Funds available for clothing expenditures in a family of 4 with only 1 breadwinner would be insufficient to provide more than a total of 4 pairs of new shoes, 1 new cotton dress, 1 new wool suit, and perhaps 1 new overcoat during the course of the year for the entire family. In practice,

many families purchase items of clothing on the secondhand market where trade, at least in the Belgrade market for such items, is brisk. The margin of family income available for clothing when compared with the price of new articles readily explains the shabby appearance of the average city dwellers despite the fact that articles of new clothing are generally available.

INTERNATIONAL

European Coal and Steel Community: Meeting of Miners. A congress of miners' unions affiliated with the International Confederation of Free Trade Unions (ICFTU), was held in Luxembourg on November 11 and 12, 1958. Miner delegates from trade unions of the 6 Coal and Steel Community (ECSC) countries reportedly representing about 650,000 members met under the chairmanship of Mr. Nicolas Dethier, president of the Belgian Miners' Union.

Resolutions adopted called for:

A. "Immediate cessation of third country coal imports in order to normalise the coal market" and a "clear and well-defined energy policy based on the principle of covering basic energy needs with community coal, and peak needs through importation."

B. Submitting no longer "to the consequences of an incorrect energy policy. The decision on financial aid for stocking of coal is insufficient to remedy the present situation; the unions appeal to the High Authority and the governments concerned and to the employers to give effect to the following claims:

1. "Immediate abolition of short workweeks and guarantee of full employment;

2. "Reduction of the length of work by the introduction of the 5-day week, in order to restore the peak earning position of the coal miners;

3. "The provision of adequate investments for the realisation of programs of modernization and rationalization, in order to improve the competitive position of the coal industry and to give new impetus to economic activity;

4. "Coordination of trade policy within the ECSC, taking account of the special structure in certain member States;

5. "Consideration by member governments of trade and energy policies recommended by the supranational institutions."

It was also announced at the congress that the definitive text of a European miners' charter was under study by a working group of the 6 constituent trade unions and that this group was expected to complete its work in January 1959. This charter will establish basic standards for future negotiations with employers.

NORTH AMERICA

Canada

Longest Steel Strike. The longest and costliest strike in the history of Canada's steel industry--the 86-day strike against the Steel Company of Canada, which caused production losses of $90 million--was ended on October 5, when the company agreed to raise its wage offer to an average increase of 26 cents an hour, applied progressively over 3 years.

Fair Employment Practices. In observance of the 10th anniversary of the Universal Declaration of Human Rights, the Canadian Department of Labor summarized developments under the Fair Employment Practices Act. The Department said:

> Formal complaints under the Act since it went into effect in 1953 have been relatively few. The majority of the complaints allege discrimination in employment because of colour; there were several complaints alleging discrimination because of race or national origin and several complaints alleging that there were discriminatory questions in applications for employment forms.
>
> To date 29 formal complaints have been made under the Act; all have been settled except one still being investigated. All of the settlements were made at the conciliation stage and there has been no necessity to establish a special Commission.
>
> Although the number of cases has not been large, the long-term effects of some of them are quite significant. In some areas, where discrimination in employment had given rise to difficult problems, precedents have been established and new employment patterns have been started. There are still difficult areas but in most of them important advances have been made to combat discrimination.

The Department also invited public attention to two other measures adopted with a view to combating discrimination: (1) a provision in the Unemployment Insurance Act on nondiscrimination in referring workers to jobs; and (2) an Order in Council requiring all Federal Government contracts for supplies and construction to include a prohibition against discrimination in employment by the contractor.

LATIN AMERICA

Brazil

The Creation of the National Confederation of Workers in Credit Institutes. Bank workers' federations throughout Brazil are taking steps to form the National Confederation of Workers in Credit Institutes (Confederaçao Nacional dos Trabalhadores nas Empresas de Credito, or CONTEC),

LATIN AMERICA--Continued

Brazil--Continued

to represent some 30,000 dues-paying members of Brazil's approximately 120,000 bank clerks. It is expected that the confederation will receive official recognition in a few months.

Five federations will be affiliates of this new confederation. They are, respectively, the Federations of Bank Clerks of the Federal District, Rio de Janeiro and Espirito Santo; Sao Paulo and Parana; Minas Gerais and Goias; Rio Grande do Sul; North and Northeast.

Bank workers throughout Brazil are well organized. Many unions are heavily infiltrated with Communists, and are either under direct Communist Party control or under strong Communist influence. As a result, the bank clerks' unions line up with the Communists on almost all issues of either economic or political character.

The bank clerk unions negotiate annually with the bankers' syndicates on matters dealing with wages, hours, working conditions, etc. They are now carrying on a nationwide campaign for a 35-percent increase above the wages in effect September 1957.

Ecuador

New Social Security Law Broadens Workers' Benefits. The Ecuadoran Social Security Law of 1942 has been revised and broadened to extend and increase workers' benefits and to provide worker representation on the Board of Directors of the National Welfare Institute which administers the social-security system.

Old-age pensions are to be calculated at higher rates and on a higher salary base than previously. Loans from the fund to members of the social-security system will be at lower interest rates, termination pay will be extended, and Government contributions are to be increased. Upward cost-of-living adjustments in payments to pensioners will be made every 3 years on the basis of evaluations made by the National Welfare Institute.

Haiti

Haitian Law of September 17, 1958, Regulating Conditions of Labor. A piece of legislation enacted by the Duvalier Government which may significantly benefit the average Haitian worker was published in the official Haitian gazette on October 2, 1958. It is understood by the U.S. Embassy to have been prepared by a committee of officials of the Department of Labor and Social Welfare. The new law changes a number of provisions of the law of May 5, 1948, regarding Haitian labor conditions. The most important changes relate to the length of the working day and week, rest period, overtime pay, and annual leave.

WESTERN EUROPE

Austria

Survey Reveals Increased Earnings, Shift in Occupations. A survey published by the Austrian Economic Research Institute on October 28, 1958, indicated that gross real income of wage and salary earners increased 59 percent between 1950 and the end of 1957, or an average of more than 7 percent a year. The increase in real wages for manual workers was 46 percent, for private white-collar workers, 67 percent, and for civil servants (Beamte), 83 percent. In terms of schillings received, a fully employed worker averaged gross monthly pay of 867 schillings in 1950, with a take-home pay of 757 schillings. By 1957, he averaged a gross pay of 2,028 schillings a month, with a take-home pay of 1,741 schillings. (1 schilling = 3.85 U.S. cents.) Income from pensions, social benefits, and allowances increased from 19 to 23 percent of wages between 1950 and 1957.

The study also revealed a shift from manual to white-collar occupations, showing a 32-percent increase in white-collar workers, a 10-percent increase in civil servants, and a 2-percent decrease in manual workers. The percent of total payroll that went to each group in 1950 and in 1957 was as follows:

	1950	1957
Manual workers	60	49
White-collar workers	24	30
Civil servants	13	16

It was also found that differentials in the wages of the three groups increased during this period, in contrast to the strong leveling of wages during the early postwar years. Wage differences between the various kinds of workers, however, are still smaller than they were before World War II.

A 45-Hour Workweek. On October 1, 1958, working hours in the Austrian mining industry were reduced from 48 to 45 hours a week, without reduction in wages. Overtime, if required, will be compensated on the basis of 25 percent above regular wages, up to a total of 48 hours a week. For any overtime exceeding the 48-hour limit, 50 percent compensation has been established.

The new workweek for miners adopted by the Mixed Management-Labor Commission (the permanent joint body of employers and unions) is considered a first step in an overall reduction of the weekly hours of work. The Ministry for Social Welfare proposed a bill that would revise weekly hours of work on a nationwide basis. However, the bill was opposed by industrial and other business groups. The Austrian Trade Union Federation

WESTERN EUROPE--Continued

Austria--Continued

has emphasized that on the basis of data collected by the Austrian Institute for Economic Research, the per capita productivity rate for non-self-employed labor increased 27.9 percent between 1951 and 1957. In view of the labor unions, any decrease in hours of work will be compensated by rationalization measures in the industry, by greater labor efficiency, and by the decline of the accident rate.

Belgium

Plant Council Elections. Some 400 plant councils were elected during December in firms employing more than 150 workers. Only plants with 200 or more workers had previously had such councils, although the Plant Council Law of 1948 authorized councils in enterprises with more than 50 workers. Votes were cast also for some 5,300 Committees of Safety and Health in enterprises employing 50 or more.

Although the plant councils have not given labor a decisive voice in disputes or in management affairs, they have afforded an opportunity for the workers to be heard through their representatives, and reportedly many grievances have been settled by them. Labor has somewhat greater influence in the Safety and Health Committees.

Socialist Miners' Union Holds Congress. The problems facing miners as a result of Belgium's current coal crisis highlighted the agenda of the Congress of the Socialist Centrale des Mineurs (miners' union), which claims to have about 35,000 members. The union reaffirmed its position favoring nationalization of the coal industry as a means of protecting miners' interests, and opposed any resumption of the importation of aliens for mine work. The union also protested "unjustified" imports of coal. Other objectives announced by the convention included a guaranteed weekly wage, double vacation pay, the right of foreign miners to vote in plant council elections, and improvements in miners' pensions.

Denmark

Ten Years of Labor-Management Production Committees in Denmark. A 10th anniversary survey made in 1958 showed that Joint Production Committees provided for by a June 1947 agreement between the Danish Federation of Trade Unions and the Danish Employers Association existed in about 35 percent of Danish enterprises (in 595 of the enterprises replying to questionnaires). Most of the committees were established by joint labor-management initiative in the first year of the agreement.

Many committees do not hold the four regular meetings a year contemplated in the 1947 agreement, but some special meetings are held. The reduced number of regular meetings is accounted for by a tendency to solve many day-to-day problems through informal contacts in the plant,

WESTERN EUROPE--Continued

Denmark--Continued

while reserving the more formal committee meetings for problems of broader significance, such as reviews of company accounts.

Establishment of subcommittees and calling in company or occasionally outside specialists to advise the committee, are fairly common in the larger enterprises. Among topics treated by subcommittees are safety, work studies, technological changes, employment problems, and somewhat less often, social welfare problems, training, education and information, quality, and material waste.

Finland

Institute for Foremen. The Institute of Industrial Supervision, a school for the training of foremen, was founded after World War II in 1946, although the idea had been suggested by a number of industrialists in 1939. Sponsored by the STK (Finnish Employers Confederation), the institute is designed to give foremen an opportunity to develop leadership abilities while participating in a program of courses, lectures, and informal discussions. The psychology of human relations, management obligations, basic economics, and leadership methods are particularly stressed. From a start of 3 regular courses with 135 students in 1946, the school has expanded rapidly, and in 1956 offered 26 courses to 702 students. There were also 242 special courses given in that year to 10,700 part-time students.

Considered from the standpoint of industry, roughly 36.5 percent of the participating students come from woodworking industries, 23.5 percent from metal industries, 32.5 percent from other industries, and 7.5 percent from commercial establishments. Every January, a course in the Swedish language is given for students who speak other Scandinavian languages. The regular courses include the following: (1) basic foreman course, 4 weeks; (2) supervision course for general foremen, 2 weeks; (3) senior course for foremen, 1 week, for those who have already attended basic course; and (4) "veteran's" course for foremen over 53 years of age, 6 days. There are also regular courses in such specialized fields as engineering, forestry, and commerce. The special courses include sessions in negotiation and mediation techniques, personnel policy, and courses tailored to foremen from individual firms. The 4-week basic foreman course (about 150 hours) is broken down as follows: work psychology, 33 hours; work instruction, 9; supervision, 51; industrial economics, 30; labor legislation, 10; labor market organizations, 3; work security and work hygiene, 11; factory visits, 3. Some 20 percent of the foremen students have also attended the Kiljava Trade Union Institute of SAK (Confederation of Finnish Trade Unions).

WESTERN EUROPE--Continued

France

Law Regulating Work of Women and Children is Revised. A recent decree prohibits employment (with some exceptions) of women and of children under 18 in certain dangerous or unhealthy occupations and places of work. The measure abrogates a decree enacted in 1914 and makes revisions in working standards to account for some of the technological changes and the introduction of new materials during recent years.

The number of dangerous or unhealthy occupations forbidden to women workers is much more limited than those forbidden to minors, and includes, for the most part, only jobs that require working with potentially harmful chemicals or involve making repairs on machinery in motion. As to minors, the regulation provides for progressively fewer restrictions for those under 18 than for those under 17, 16, or 15 years of age. For apprentices whose training requires the use of certain machines or materials otherwise prohibited to minors, special exemptions may be granted by the labor inspector, with approval of the plant doctor or another physician who is responsible for the apprentices in question. The only provision carried over intact from the 1914 decree states that each employer must be able to verify the exact age of each of his employees under 18 years of age when such information is requested by a labor inspector.

Germany, Federal Republic

Metal Union Required to Pay Strike Damages. On November 1 the Federal Labor Court in Kassel decided a long pending case involving the Metal Workers' Union (I.G. Metall). The decision required I.G. Metall to pay damages for a strike by 25,000 Schleswig-Holstein metal workers which lasted from October 24, 1956, to February 14, 1957. The court concluded that the union had violated its arbitration agreement of June 14, 1955, by a "fighting move" before the expiration of the agreed truce of 5 days. This fighting move was the decision of the local wage committee to recommend a strike ballot. Thus, the union is to pay damages, although the strike was not called until after expiration of the truce. There is no appeal from the Kassel Labor Court.

Metal Workers' President Otto Brenner announced on November 6 that the union would take the following measures as a result of the court decision: (1) A request for a ruling on the constitutionality of the decision would be lodged with the Federal Constitutional Court; (2) all existing conciliation agreements would be terminated; and (3) a campaign would be sponsored to inform the public of the significance of the decision for political developments in the Federal Republic.

The prevailing press comment was unfavorable to the union, but also warned employers to observe moderation in establishing their compensation claims. The head of the National Metal Employer's Association, Hans Bilstein, stated at a November 10, 1958, press conference that management has no intention of bankrupting the union. Another management spokesman indicated that the various companies involved would meet to agree on reasonable claims. However, observers foresee a further deterioration in labor-management relations.

WESTERN EUROPE--Continued

Germany, Federal Republic--Continued

Survey To Determine Family Economic Status. The Federal Statistical Office conducted a census in the second half of October to obtain background data to be used in the preparation of future social and economic legislation. The study covered 1 percent of the 17 million households in the Federal Republic. Officials of the Land (provincial) offices interviewed representative households to obtain the following information: type of health, old-age, and disability insurance; nature of employment; occupational training; number of years worked; extent of unemployment and employment of wife.

The survey was conducted by personal interviews by 5,000 trained interviewers.

Italy

Bill Would Extend Labor Contract Provisions. Minister of Labor Ezio Vigorelli has presented to Parliament a draft bill which, if enacted, would require all employers to observe labor contracts which were negotiated by the employers' association, Confindustria, with labor confederations. The bill is endorsed by the major unions and is likely to become law. It will have the indirect effect of setting a minimum wage for industry.

Netherlands

EVC Weakened by Recent Conflicts. According to an article in the Dutch Catholic "De Volkskrant," the recent split in the Communist-controlled Eenheidsvakcentrale (EVC) which resulted in the rival "EVC--1958" has reduced EVC membership from 30,000 to 10,000 members. Ten thousand members are said to have joined the new "EVC--1958" and the remaining 10,000 are not a part of either organization. Both EVC's are said to be beset with financial troubles, and neither has the money for propaganda purposes or for periodicals.

Spain

Collective Agreement Signed. The first collective agreement under newly established government procedures has been signed by a Gijon shipyard and a committee of workers' representatives. The employer agreed to increase total take-home pay by 25 percent, and the workers agreed to increase production by 25 percent. Before becoming effective, the agreement must be approved by the Ministry of Labor.

WESTERN EUROPE--Continued

United Kingdom

Communist Setback in Unions. Communist influence in two of the key British trade unions received serious setbacks in recent developments. Members of the Amalgamated Engineering Union--Britain's second largest union--elected anti-Communist candidate W. Cockin to replace Communist incumbent Les Ambrose on the union's National Executive. This reduced the Communist representation on the Executive to 1 Communist plus 1 member who generally follows the Communists. The Executive later adopted, by 5 votes to 2, a report of a subcommittee reprimanding the Communist officers of the union's North London District Committee for "not cooperating as they should" with Tom Chapman, the non-Communist divisional organiser who had succeeded a Communist.

Frank Chapple, a member of the Executive of the Communist-dominated Electrical Trades Union, announced his resignation from the Communist Party on the ground that socialism cannot be fostered by a party "whose structure is undemocratic and whose organisational form is conspiratorial."

Scottish Unemployment at Peak. Unemployment in Scotland has reached its highest figure since 1947. The number of unemployed rose from 79,804 in mid-September 1958 (3.7 percent of the labor force) to 85,817 in mid-October (4 percent). The new figure of 4 percent for Scotland compares with 2.3 percent for the United Kingdom as a whole.

EASTERN EUROPE

Bulgaria

Price Cuts. Effective November 16, 1958, state retail prices of numerous kinds of industrial consumer goods were cut, to the most part by 10 to 50 percent.

Instalment Buying Behind Iron Curtain. Rumania. Beginning September 25, radios, electric washing machines, and electric refrigerators may be purchased on the instalment plan. After a downpayment of at least 25 percent (the exact amount to depend on the salary of the purchaser), radios can be paid for in 6 monthly instalments, washing machines in 8, and refrigerators in 12. Although the system will apply throughout Rumania, only nine stores in Bucharest will apparently be permitted to make such sales. Previously, the only provision for time-payment sales had been on the purchase of Russian-made television sets.

Hungary. An instalment buying system based on bank loans to purchasers was introduced in Hungary in September for relatively expensive consumer goods such as electric ranges, motorcycles, sailboats, radios, cameras, etc. Under this system, a worker who has been employed by a State enterprise for more than 1 year may, if sponsored by the enterprise, apply for a loan, repayable in 6 to 18 months. The Minister of Trade announced

DETROIT PUBLIC LIBRARY

EASTERN EUROPE--Continued

Hungary--Continued

by October 25, loans had been granted in the amount of 65 million forints (about $2.8 million at the tourist rate of exchange).

Czechoslovakia. The Government announced in November that instalment buying of certain expensive consumer goods would be introduced on the basis of bank loans.

Yugoslavia

Wage and Price Decrees. The Federal Executive Council, by a series of new regulations effective October 1, empowered the People's Committees to control the retail prices of all commodities and services in their areas. However, the Secretariat of Trade in each of the six republics was empowered to fix prices of certain basic consumer goods, and to prohibit industrial and other enterprises from raising prices.

In another regulation, the Federal Executive Council approved an increase in the prices of bread, sugar, electricity, tobacco, and railroad passenger fares, and an average increase of about 4 percent in the wages of manual and white-collar workers.

NEAR EAST AND AFRICA

Federation of Rhodesia and Nyassaland

Mine Strike Ends. Copperbelt mines resumed operation November 5 after European mine workers voted 2,606 to 333 to return to work. The strike had concerned the right of the company to break down certain skilled jobs into component operations so that greater use could be made of semiskilled workers. At the end of 2 months, the union conceded most of the questions involved. Eleven jobs remaining in dispute were to go to arbitration.

Iraq

Government dissolves All Trade Unions. All trade unions have been dissolved by an order of the Iraqi Government, according to Radio Baghdad. The official reason given was that "these organizations have not obtained a legal authorization from the Social Affairs Ministry."

Tunisia

Labor Conciliation Law Revised. A revision of the law governing Labor Conciliation Boards (Conseils de Prud'hommes) was published on November 7. The new law extends the competence of these labor tribunals to cover all disputes between employers and workers except those arising from work accidents or concerning family allowances. The boards' jurisdiction has been expanded to include the field of agriculture. Formerly, the only fields covered were commerce and industry.

NEAR EAST AND AFRICA--Continued

United Arab Republic: Egypt

Manpower Requirements. Additional manpower required for industry under the Five-Year Industrialization Plan, according to a Government statement to the press, is estimated at 100,000 workers for manufacturing, 20,000 for mining, and 360,000 for "other industries, including transportation, communications, and marketing." A fourth manpower census was begun in September 1958.

SOUTH ASIA

Ceylon

Strikes Banned. On November 6, the Ceylon Government enforced an essential-services order forbidding strikes in all ports on the island. The Government action followed work stoppages in the port of Colombo for what the Government called "minor grievances." As a result of constant work stoppages, handling of ships in Colombo had slowed down, with over 20 ships waiting for weeks to find berthing space.

India

Household Survey Under Way. As a preliminary to the construction of a consumer price index for workers' families, the Government of India has started a survey in 50 factory, mining, and plantation centers. Data are being collected on family composition, income, consumption, expenditures by items, births, and deaths, sickness, literacy, skill, technical education and training, working conditions, housing conditions, awareness of important provisions of labor laws, assets and liabilities of workers, etc. The survey is expected to be completed in a year.

Levy to Set Up Manganese Mines Labour Welfare Fund. Establishment of a Manganese Mines Labour Welfare Fund was approved by the Industrial Committee on Mines other than Coal at a recent meeting in New Delhi. Initially a welfare levy of Rs.2 (1 Rupee = 21 U.S. cents) a ton was imposed on all exports of ores with more than 40 percent manganese content. In the course of discussions it was explained, on behalf of the Labour Ministry, that a proposal to set up a welfare fund for workers in iron ore mines was also under consideration, as well as an eventual integrated welfare fund for all mine workers.

Manpower Planning and Utilisation. The scope of the National Register of Scientific and Technical Personnel maintained by the Council of Scientific and Industrial Research has been expanded, and a new system of registration has been adopted. The Government is making an intensive effort to induce all scientists and technologists to register, and will make use of the roster for planning and utilization of manpower.

SOUTH ASIA--Continued

Pakistan

Labor Policies of the New Government. At a press conference November 4, General Umrao Khan, Martial Law Administrator of East Pakistan, announced the following labor policies for East Pakistan: (1) The interest of the State comes first, followed by that of the consumers, the workers, and employers; (2) strikes and lockouts are banned; (3) piece pay rates should be introduced where possible; (4) profits are to be restricted; (5) a healthy trade union movement should be created, and efforts made to eliminate outside influence (union presidents must be workers); (6) general welfare, leave, and overtime measures are to be developed; (7) minimum wages are to be fixed, "correlated with minimum output;" (8) dismissals will be permitted only under the supervision of the Labor Directorate; (9) disputes are to be handled by direct negotiation, conciliation, and then, if necessary, compulsory arbitration; (10) employers are empowered to "punish and dismiss workers for inefficiency, go slow tactics, or any action prejudicial above policy;" (11) existing nonconflicting legislation remains valid.

Umrao also said that all unions must affiliate with "the recognised federation" and then said that the East Pakistan labor federation constitution will have to be examined in light of new policy.

FAR EAST

Australia

Union Leaders' Visit to the USSR. The Interstate Executive of the Australian Council of Trade Unions (ACTU) has accepted an invitation to attend the Soviet Trade Union Congress at Moscow in February 1959. Albert Monk, president of the ACTU, and T.C. Winter, a member of the Interstate Executive, will represent the ACTU at the congress.

Communist China

Piecework System Being Discontinued. Piecework wage systems, which had been widely used to stimulate production, are now being abandoned in Communist China. The piecework system had enabled some skilled workers to enjoy a prosperity far beyond that of the average worker and had thereby apparently weakened the solidarity of the working class. A Peking newspaper reported on October 1 that warehousmen in that city had agreed to accept a fixed wage rate far below their previous piece-rate earnings, and had "abandoned the bourgeois concept of legal rights characterized by haggling for less work but more pay."

FAR EAST--Continued

Hong Kong

Hours of Women and Youths Restricted. The Legislative Council on November 5 approved regulations restricting the working hours of women and young persons to 10 a day and 60 a week in industrial enterprises. Rest periods are required and the amount of overtime is limited.

Indonesia

Union Factory Opened. A cooperative clothing factory sponsored by the Railway Workers' Union (PBKA) was dedicated on October 9. The International Cooperation Administration provided machinery and technical assistance. Several high officials of the Indonesian Government were present at the ceremony.

Japan

Dismissals and Wage Reductions in Depressed Industries. The reduced levels of industrial production and the slower than expected liquidation of finished-goods inventories have recently led to minor dismissals of workers and to announcements of wage reductions in several major industrial firms. For some time, economic observers predicted that the depression in Japanese industry would result in growing unemployment in the fall of 1958. The announcements of the firms named below are more or less typical of similar actions by smaller firms, and may foreshadow later reductions in the work force and in wages in other firms. Although shorter working hours and forced vacations do not affect the official figures on unemployment, they are in effect rather widely in depressed industries to reduce labor costs and to avert financial difficulty for the firms involved. Dismissals have primarily affected temporary workers, although recently, an increasing number of regular workers have been dismissed.

Kanegafuchi Boseki (Kanebo), a major textile mill, recently announced the closing of three of its plants, forced vacations for part of its staff, and a reduction in wages of ordinary workers by 10 percent and by 15 percent for supervisors, effective November 1. The Tokyo Shibaura Manufacturing Co. (Toshiba), a major producer of electrical appliances and heavy electrical equipment, announced dismissal of 140 temporary workers starting in October. Nissan Chemical Co., a major producer of chemical fertilizers, announced the dismissal of 350 workers as of mid-September, following a reduction in output and the closing of several of its plants. Another chemical factory, Ishihara Sangyo, announced a 10-percent reduction in the wages of ordinary workers and a 20-percent cut in the salaries of directors, effective October 1, and temporarily suspended a certain number of employees for an indefinite period without dismissals by keeping them on the payroll at 60 percent of their normal wage. The Nippon Hydrogen Co., a leading chemical fertilizer producer, discharged 370

FAR EAST--Continued

Japan--Continued

workers, reduced basic wages by about 15 percent, and reduced supplementary allowances by a similar percentage some time in September.

The Ministry of International Trade and Industry (MITI) announced that a number of small coal mines either reduced operations or shut down completely and discharged workers during the summer and early fall. The MITI estimated that the employment in small coal mines had decreased as much as 12,000 from January to the fall of 1958.

Vietnam

ICFTU Admits Union Federation. The Workers' Union of Vietnam has been notified by the International Confederation of Free Trade Unions (ICFTU) that the latter's Executive Board has approved its application for membership. The Workers' Union, formerly a branch of the French CGT-Force Ouvriere, has an estimated 15,000 members. It will be the first Vietnamese ICFTU affiliate.

Workers Petition Government. Three petitions recently presented to the Government illustrate its dominant position in labor relations. On November 2, 200 representatives of textile workers in Saigon petitioned President Ngo Dinh Diem to improve job opportunities in the textile industry by restricting imports and by granting loans and tax relief to local producers. On November 9, 400 delegates to an extraordinary convention of the Vietnam General Confederation of Labor petitioned the President to grant legal recognition to all established unions, permit the establishment of a farmers' union, and stop arbitrary arrests of union representatives and workers. On November 15, 14,000 rubber plantation workers in Binh Duong Province went on strike to force provincial authorities to grant their petition for freedom of association and the right of collective bargaining.

USSR: Specialists in the national economy with higher and with secondary education, excluding persons in military service

(in thousands)

Item	1913	Jan. 1, 1941	Dec. 1, 1956	Dec.1, 1957
Total	190	2,400	6,257	6,821
With higher education	136	908	2,633	2,805
With secondary technical education	54	1,492	3,624	4,016
By occupation:				
With higher education, total	-	908	2,633	2,805
Engineers	-	290	721	816
Agronomists, animal husbandmen, veterinaries, foresters	-	70	180	193
Economists, economic statisticians	-	57	130	145
Commodity experts	-	2	11	12
Lawyers ("jurists")	-	21	57	58
Doctors (excluding dentists)	-	141	329	346
Teachers, librarians, cultural workers	-	300	1,117	1,145
Others	-	27	88	90
With secondary technical education, total	-	1,492	3,624	4,016
Technicians	-	320	1,050	1,257
Agronomists, animal husbandmen, veterinaries, foresters	-	93	295	310
Statistical workers and planners	-	31	205	237
Commodity specialists	-	5	47	57
Lawyers ("jurists")	-	6	23	20
Medical and dental workers	-	393	900	980
Teachers, librarians, and cultural workers	-	536	934	971
Others	-	108	170	184

	January 1,1941			December 1,1957		
	Total	With higher education	With secondary education	Total	With higher education	With secondary education
Total	2,400	908	1,492	6,821	2,805	4,016
Manufacturing and mining ("industrial enterprises")	311	153	158	1,102	354	748
Construction	41	17	24	174	62	112
Collective farms, machine-tractor stations	29	5	24	278	71	207
State farms and related agricultural enterprises	21	7	14	93	32	61
Transportation and communication	62	17	45	215	56	159
Trade	13	2	11	151	32	119
Health and medical institutions	465	114	351	1,262	307	955
Education, cultural establishments	944	344	600	2,132	1,138	994
Scientific research	123	91	32	552	356	196
Government administration, including credit and insurance	281	135	146	539	255	284
Other	110	23	87	323	142	181

Source: USSR Central Statistical Office, Vestnik Statistiki (Statistical Herald), No. 7, 1958, p. 87-88.